

Department of Defense (DoD)
Civilian Personnel Management Service (CPMS)
Field Advisory Services - *FAS*
Classification Appeal Decision

DoD Decision:	Supervisory Industrial Engineer, GS-896-12
Initial classification:	Supervisory Industrial Engineer, GS-896-12
Organization:	Marine Corps Air Station Facilities Directorate Facilities Development Department Equipment Planning and Programming Division
Date:	December 3, 1997

INFORMATION ON THE JOB:

On September 10, 1997, Civilian Personnel Management Service, Field Advisory Services (FAS) received a position classification appeal from the appellant, whose position is classified as Supervisory Industrial Engineer, GS-896-12. He believes that the duties and responsibilities of his position warrant upgrading to the GS-13 level. The appellant works in Facilities Development Department, Marine Corps Air Station.

SOURCES OF INFORMATION:

1. The activity's letter of August 7, 1997.
2. Telephone interview with the appellant on November 14, 1997.
3. Telephone interview with the activity classifier on October 23, 1997.

GENERAL ISSUES:

This appeal decision is based on a review of all information submitted by the appellant and his activity. Both the appellant and his supervisor have certified the accuracy of the official position description. In adjudicating this appeal our only concern is to make our own independent decision on the proper classification of this position. By law we must make that decision solely by comparing duties and responsibilities to OPM classification standards and guidelines (5 USC 5106 and 5107).

STANDARDS REFERENCED:

Office of Personnel Management (OPM) Position Classification Standard (PCS) for Industrial Engineering Series, GS-896, dated January 1975

OPM PCS, General Schedule Supervisory Guide, dated April 1993

SERIES AND TITLE DETERMINATION:

The activity classified the subject position in the Industrial Engineering Series, GS-896, and the appellant does not contest this determination. We concur with this series assignment. As specified in the GS-896 classification standard, work in that series is concerned with the planning, design, analysis, improvement and installation of integrated systems of employees, materials and equipment to produce a product or render a service. Like the appellant's position, the work requires application of specialized professional knowledge and skill in the mathematical and physical sciences together with the principles and methods of engineering analysis and design to specify, predict and evaluate the results to be obtained from such systems.

Similar to positions in the GS-896 series the appellant applies scientific and mathematical methods to evaluate various industrial production equipment, facilities and related systems. He applies a broad and intensive knowledge, theoretical and practical, of the characteristics, potentials, and limitations of: (1) the components of systems – materials and equipment; and (2) the processes, methods, techniques, and procedures applied in the planning, design, analysis, improvement, and installation of such systems. The title for positions in this series is Industrial Engineer.

The proper title and series for the appellant's position is Supervisory Industrial Engineer, GS-896.

GRADE LEVEL DETERMINATION:

The subject position includes both non-supervisory and supervisory duties and this evaluation will address both. The appellant spends 25-30% percent of his time performing supervisory duties and the remainder on technical duties. Supervisory duties are evaluated under the General Schedule Supervisory Guide, and non-supervisory duties are evaluated under the Position Classification Standard for Industrial Engineering Series, GS-896.

A. Evaluation of Non-supervisory Duties and Responsibilities:

The GS-896 standard uses six factors to evaluate the grade level of positions: (1) Nature and variety of work, (2) Nature of available guidelines for performance of work, (3) Nature of supervisory control exercised over the work, (4) Mental Demands, (5) Purpose and nature of person-to-person work relationships, and (6) Nature and scope of recommendations, decisions, commitments and conclusions. Our evaluation of the appellant's position with respect to the six factors at the appropriate grade levels follows.

1. Nature and variety of work

At the GS-11 level, Industrial Engineers plan and accomplish complete projects or studies of a conventional nature requiring the independent adaptation of a general fund of background data and information and the interpretation and use of precedents. They are typically confronted with complex problems, which require the exercise of considerable judgment in making sound engineering determinations and decisions. Other related interests must often be considered, entailing frequent coordinative action with personnel in the fields covered, and requiring understanding of the responsibilities of other activities involved in the systems studies.

A typical assignment of a GS-11 level industrial engineer would be to plan for future expansions, reorganizations, and realignments in production activities, involving studies of changes required in production facilities to accommodate these changes. This may involve, for example, planning for future changes in production facilities, including buildings, shops, and processes. The industrial engineer develops and analyzes data relating to anticipated

volume of production; technological changes in terms of new production machinery, equipment, and processes which may increase production efficiency; new construction and alterations which may be required in plant buildings and shops; and additions, conversions, and replacements which may be necessary for existing machinery and equipment. The industrial engineer interprets this information and incorporates it into plans, layouts, and reports containing recommendations for changes which will be necessary in plant facilities.

At the GS-12 level, Industrial Engineers differ from those at GS-11 in that they generally receive more complex assignments, many of a unique nature. The assignments are more difficult in that (1) precedents and guidelines are often not available, or are conflicting and controversial, necessitating skillful improvisations, deviations, and difficult engineering determinations, and (2) the engineering solutions independently evolved have an important impact on the program in the area concerned.

A typical assignment of a GS-12 level industrial engineer would be to serve as a staff advisor to the head of a production division in an industrial plant. Individual projects would be like those described at the GS-11 level in the standard (pages 19-20) such as (a) planning for mechanization of a process or system that has been accomplished principally by manual methods, (b) planning for a production process or system significantly different from one accomplished previously in the plant, or (c) planning for future expansions, reorganizations and realignments in production activities, involving studies of changes required in production facilities to accommodate these changes.

The industrial engineer performing the types of assignments discussed above furnishes advice to the production chief on efficient utilization of the plant, including production systems, machinery, equipment, and personnel. The engineer also provides guidance for making changes in facilities resulting from reorganizations, realignments in plant missions, etc. Industrial engineers at this level develop or select the techniques for measuring efficiency and ensuring maximum use of production machinery, equipment and staff. They identify deficiencies in production activities and furnish recommendations to correct them. The GS-12 level industrial engineer serves as a technical authority in his functional area at the industrial plant for the types of assignments described above. The engineer coordinates industrial engineering functions with line production organizations, other engineering disciplines, inspection and quality control staff, safety, storage, etc.; resolves controversial questions resulting from the planning for and utilization of plant facilities.

We agree with the activity determination that the nature and variety of the appellant's work meets the GS-11 level but falls short of the GS-12 level. As Head, Equipment Planning and Programming Division, the appellant furnishes industrial engineering guidance on and manages equipment procurement and facilities development and procurement programs. The appellant monitors technological trends in industrial equipment and systems and identifies those which may increase efficiency of industrial operations. There is no indication of planning for

mechanization of significant production processes, production processes or systems notably different from one previously accomplished, or planning for expansions, reorganizations and realignments involving studies of changes required in production facilities. He reviews publications identifies new products, analyzes benefits and costs and makes recommendations to purchase and implement those he determines beneficial. The assignments cited by the appellant as complex included an automated (aircraft and motor vehicle) fuel issuance system, a warehouse guided vehicle system, warehouse storage and retrieval systems, an automated scullery system, an automated mail metering system, numerically controlled shears and mills, generators and energy monitoring equipment, and modular furniture systems. The more complex of these being the fuel distribution system and numerically controlled machines. Neither of these could be considered unique or relatively complex. Electronically managed fuel issuance systems are in use nationwide at commercial gas stations and numerically controlled production equipment has long been in widespread use.

This factor is credited at the GS-11 level.

2. Nature of available guidelines for performance of work

At the GS-11 level, substantially the same guidelines are available as are used by industrial engineers in lower grades but guidelines are less fully applicable to problems encountered. GS-11 Industrial Engineers are expected to have a thorough knowledge and understanding of governing policies, procedures, and regulatory material, including engineering theories and concepts pertaining to several engineering fields, e.g., mechanical, electrical, and structural. They are expected to adapt these precedents and draw on their own experience when situations are encountered which are not covered by specific guides. We agree with the activity determination that the subject position meets this level. Guidelines consist of engineering handbooks, technical publications, Naval Facilities Engineering Command manuals and directives which are applied to routine phases of work. On non-routine work, the appellant is required to rely on his own technical expertise in industrial engineering and other engineering fields in identifying areas where improved equipment and systems would be economically beneficial and in evaluating and determining whether and/or which vendor developed products would best meet specified requirements.

The same guidelines used at the GS-11 level are available at the GS-12 level. At the GS-12 level, engineers apply these guides to more routine phases of their work, but a major portion of their work requires the use of initiative, ingenuity, and judgment in adapting new product designs to production methods without benefit of precedents or guidelines. Industrial engineers in staff advisory positions serve as authoritative sources of information in the industrial plant as to the location, availability, and adequacy of technical guides, precedents, methods, and techniques in their specialty. The appellant's assignments do not involve situations typical of this level. As stated in the first factor, the most complex projects or

equipment assigned are in widespread use in industry providing both precedent references and relatively complete guidelines. And, none of the equipment or projects assigned are of the nature which would require a substantial amount of adaptation for incorporation or implementation as would be found in a more complex production environment.

This factor is credited at the GS-11 level.

3. Nature of supervisory control exercised over the work

At the GS-11 level, positions are typically under the general supervision of engineers of higher grade who indicate the major objectives to be attained in engineering assignments. Supervisors may provide background information and any pertinent data available, point out unusual aspects of assignments, and suggest ways of overcoming problems, but Industrial Engineers GS-11 are allowed considerable freedom in planning and carrying out assignments from initiation to completion. Their decisions relative to detailed project planning, work methods, and procedures are not reviewed. They are expected to use their previous engineering experience to adapt established procedures and techniques and to make appropriate modifications or engineering deviations when standard guides are only partially applicable. Contacts with contractors and other engineering personnel regarding engineering problems are accomplished without supervision. Completed work is reviewed for results obtained, soundness of engineering conclusions and recommendations, and accuracy of important design computations and critical elements.

This level is fully met by the subject position. The appellant is considered the technical authority on industrial engineering matters for the air station and tenant commands and he independently plans organizes and completes assignments and projects with review of work based only on whether objectives have been met.

At the GS-12 level, assignments are given in terms of broad general objectives and relative priority for completing the work. Completed work is reviewed largely for adequacy of results, for general consistency with other projects undertaken by the agency, and for conformance with administrative policies and regulations. Supervision received by staff advisors typically is administrative in nature. Since engineers in positions of this type are relied upon as authoritative sources of information and advice within the organization concerning their specialty, little or no technical guidance is provided to them by supervisors, except on critical or controversial issues. The appellant's position fails to fully meet the GS-12 level for this factor. While the appellant exercises considerable independence in planning and conducting his projects, and his work is reviewed for objectives met and consistency with policies, assigned projects are fairly standard in nature and do not involve significant, critical or controversial issues necessary to meet the higher level.

This factor is credited at the GS-11 level.

4. Mental demands

At the GS-11 level, demands are more pronounced than at the GS-9 level, since assignments are of broader scope, and available guidelines may require interpretation, adaptations, or supplementation. Greater judgment is required in correlating theories of industrial engineering and in arriving at sound engineering determinations. Industrial Engineers GS-11 are expected to plan and accomplish the engineering activities characteristic of their assignments with increased freedom from supervisory control. Initiative is essential in initiating, coordinating, and performing project work from inception through completion. Sound judgment is required to analyze and evaluate engineering design work of others, such as contractors, architect-engineer firms, and engineering personnel in specialized fields. The GS-11 level is fully met. The appellant independently determines project requirements and specifications, evaluates contractor proposals to meet these requirements, and determines technical adequacy of plans.

At the GS-12 level, a high degree of technical judgment, originality, and resourcefulness is required to (1) apply training and experience in industrial engineering in developing and executing specific plans of action for extensive and complete project assignments with only broad objectives outlined by the supervisor, (2) recognize possible new directions of approach and devise new or improved techniques and methods for obtaining effective results, (3) overcome difficult and unusual problems where guides and precedents are lacking, (4) anticipate future requirements and trends, (5) visualize the value of new discoveries and apply the latest technological advances relating to the industry, (6) analyze and evaluate designs, proposals, and ideas submitted by others, (7) recognize critical issues that should be referred to the supervisor or others, and (8) coordinate industrial engineering aspects with those of other engineering fields concerned.

The GS-12 level is not fully met. The appellant's assignments involve reviewing specific equipment and procedures and processes and determining whether new equipment or systems are available which can be implemented/adapted to improve efficiency and function. As discussed earlier, assignments are not particularly unusual or complex and precedents and specific guidance on the more complex work is readily available. There is no indication of critical industrial engineering issues requiring supervisory assistance. Nor is there any indication of any requirement to coordinate engineering aspects of assignments with other engineers in other fields.

This factor is credited at the GS-11 level.

5. Purpose and nature of person-to-person work relationships

At the GS-11 level, personal contacts and their purpose are similar to those at the next lower level. The variety and scope of contacts at this level are usually more extensive because of

the nature of the engineering assignments and the increased freedom of action.

This level is met. The appellant meets with customers (managers at the air station and tenant commands), and vendors to consult on and discuss specific projects.

At the GS-12 level, contacts are frequent and are largely with key professional and engineering personnel at the employing activity, using organizations, higher authority, various staff agencies, other Government organizations, and private industry. These contacts are for consultations, exchange of engineering data, information, and opinions as required for the establishment, coordination, and execution of projects and programs. They require negotiation, tactfulness, and conference handling ability to obtain adoption of technical points to reach ultimate engineering objectives. We disagree with the activity determination that this level is met by the subject position. Because of the limited nature of the work assigned, this level is not met. As discussed earlier, the work is not of the level of complexity which would require significant consultation with engineers or professionals in other fields. In fact, projects are completed independently by the appellant who makes all technical engineering decisions based on his basic training in related engineering fields.

This factor is credited at the GS-11 level.

6. Nature and scope of recommendations, decisions, commitments, and conclusions

At the GS-11 level, the work is characterized by individual responsibility for interpreting guidelines, adapting established procedures and techniques, and making engineering deviations in planning and accomplishing the broader engineering assignments typical of this level. As an example, Industrial Engineers GS-11 in staff positions make decisions and recommendations, within authorized limitations, which result in adequate and economical facilities and serve as guides to industrial engineering personnel at operating levels for the better preparation and execution of projects. This level is met in that the appellant is responsible for reviewing various support systems and equipment and determining whether significant economic, productivity or safety and health benefits could be realized by upgrade or replacement.

At the GS-12 level, this factor is very significant in view of the planning and coordinating responsibilities vested in these positions with respect to the increased scope of operations involved and/or the continuing necessity for skillful improvisation, deviation, and important engineering compromise. Industrial Engineers at this level provide engineering advice, typically on complex problems with policy implications, which is given considerable credence because of the reliance placed on their technical competence. They represent the organization in conferences and meetings and often make decisions in conferences with respect to industrial engineering aspects which bind the organization to a course of action. Again, this level is not met due to the limited nature of work assignments. While the appellant represent

the organization on , and make commitments for the organization, projects do not involve important engineering compromise or involve design or adaptation problems requiring significant improvisation or deviation.

This factor is credited at the GS-11 level.

All factors have been credited at the GS-11 level, therefore, that grade is assigned to the non-supervisory duties and responsibilities of this position.

B. Evaluation of Supervisory Duties and Responsibilities:

The General Schedule Supervisory Guide (GSSG) employs a factor-point evaluation method that assesses six factors common to all supervisory positions. To determine the grade of a position, each factor is evaluated by comparing the position to the factor level that is met, in accordance with the instructions specific to the factor being evaluated. The total points accumulated under all factors are then converted to a grade by using the point-to-grade conversion table in the standard.

Factor 1. Program Scope and Effect

This factor assesses the general complexity, breadth, and impact of the program areas and work directed, including the organizational and geographic coverage. It also assesses the impact of the work both within and outside the immediate organization. To credit a particular factor level, the criteria for both Scope and Effect must be met. The activity credited level 1-2 for this factor.

Scope:

At level 1-2, The program segment or work directed is administrative, technical, complex clerical, or comparable in nature. The functions, activities, or services provided have limited geographic coverage and support most of the activities comprising a typical agency field office, and area office, a small to medium military installation, or comparable activities within agency program segments. This level is fully met in that the work directed involves provision of services which significantly impact activities throughout supported organizations.

At level 1-3, directs a program segment that performs technical, administrative, protective, investigative, or professional work. The GSSG defines "program" as the "mission, functions, projects, activities, laws, rules, and regulations which an agency is authorized and funded by statute to administer and enforce" the conduct of which "constitutes the essential purpose for the establishment and continuing existence of an agency." Providing complex administrative or

technical or professional services directly affecting a large or complex multimission military installation falls at this level. The GSSG defines a large military installation as an installation or group of activities with a total serviced or supported employee-equivalent population exceeding 4,000 personnel, and with a variety of serviced technical functions. While the appellant does provide professional services to a large installation this level is not fully met. The appellant does not direct a program or program segment as defined above. The function under the appellant supports, rather than plans or implements, programs of the air station and other serviced tenant commands. The appellant's organization provides various services including procurement of office and barracks furniture, foodservice equipment, equipment to outfit new construction, material handling equipment, and upgrading utilities and industrial equipment. These support services do not constitute the essential purpose for the continuing existence of the military installation or the tenant commands. Although the GSSG provides for consideration of certain essential staff functions as "programs" whose impact does not extend beyond the agency, this is restricted to the agencywide administration of these functions. In contrast, the functions supervised by the appellant have impact limited to the installation and tenant commands.

Effect:

At level 1-2, services or products support and significantly affect installation level, area office level, of field office operations and objectives, or comparable program segments; or provide services to a moderate, local or limited population of clients or users comparable to a major portion of a small city or rural county. This level is met. The appellant provides services which directly support and facilitate MCAS and tenant operations.

At level 1-3, activities, functions, or services accomplished directly and significantly impact a wide variety of agency activities, the work of other agencies, or the operations of outside interests (e.g., a segment of a regulated industry), or the general public. At the field activity level (involving large, complex, multimission organizations and/or very large serviced populations comparable to the example below) the work directly involves or substantially impacts the provision of essential support operations to numerous, varied, and complex technical, professional, and administrative functions. This level is not fully met. The criteria for this level include very specific conditions for positions providing support services at the field activity level. The work directly involves or substantially affects the provision of essential support services to numerous, varied, and complex technical, professional, and administrative functions. Level 1-3 envisions credit for mission supporting services that directly affect a group of activities that include complex professional and administrative functions as well as complex, diverse technical functions, as would typically be found at a large or complex, multimission military installation or an installation with a very large serviced population.

The appellant's work primarily supports the operations and general activities of the MCAS and tenant commands (excluding the Naval Aviation Depot (NADEP)). Operations

supported include projects involving aircraft and vehicle fueling systems, warehousing stock control, materiel storage and retrieval systems, industrial equipment, utilities equipment, and modular furniture. While some of these activities may be somewhat complex, they are not comparable in complexity to those typically carried out at a large military installation, e.g., one where large scale and diverse technical functions, such as depot-level repair and overhaul of complex weapons systems occur. Moreover, the operations and functions supported by the appellant's organization were not as varied and complex as those that would typically exist at a large or complex military installation with a very large serviced population. While the appellant's work may involve aircraft repair operations, these operations only involve up to intermediate maintenance levels are, therefore, of relatively limited complexity. Therefore, level 1-3 is not credited.

Level 1-2 is credited for this factor.

Factor 2. Organizational Setting

This factor considers the organizational situation of the supervisory position in relation to higher levels of management. The activity credited level 2-1 for this factor and the appellant does not contest this determination.

At Level 2-1, the position is accountable to a position that is two or more levels below the first (i.e., lowest in the chain of command) SES, flag or general officer, equivalent or higher level position in the direct supervisory chain. The subject position is more than two levels below the first SES member or general officer in the organizational structure, therefore, level 2-1 is appropriate.

Factor 3. Supervisory and Managerial Authority Exercised

This factor covers the delegated supervisory and managerial authorities that are exercised on a recurring basis. To be credited with a level under this factor, a position must meet the authorities and responsibilities to the extent described for the specific factor level.

The activity credited level 3-2c for the subject position. We agree that this level is met. The appellant has responsibility for the full range of supervisory duties including all of the first four and most of the ten authorities and responsibilities prescribed at 3-2c.

Level 3-3 typically applies to second-level supervisors; however, situations are possible where it applies to first level. To be credited at this level, positions must meet either of the following criteria:

- a. Exercise delegated managerial authority to set a series of annual, multiyear, or similar types of long-range work plans and schedules for in-service or contracted work. Assure

implementation (by lower and subordinate organizational units or others) of the goals and objectives for the program segment(s) or function(s) they oversee. These positions are closely involved with high level program officials (or comparable agency level staff personnel) in the development of overall goals and objectives for assigned staff function(s), programs(s), or program segment(s). For example, they direct development of data; provision of expertise and insights; secure legal opinions; preparation of position papers or legislative proposals; and execution of comparable activities which support development of goals and objectives related to high levels of program management and development or formulation. This criteria is not met because the responsibilities of the subject position are limited to industrial engineering activities and programs for an air station and its tenant commands. Further, the division managed is small having no subdivisions performing broad coverage projects as described above.

b. Exercise all or nearly all of the delegated supervisory authorities and responsibilities described at level 3-2c and, in addition, at least 8 of the 15 described at 3-3b. For example, organizations with sufficient subordinate staff and workload to warrant more than one of the following: teams under matrix management, committees, self-directed teams, task forces, etc., approximate a second-level supervisory situation by placing similar demands on the supervisor. The subject position meets the 3-2c requirement but has no subordinate units or other such groups and would, therefore, not exercise the types of authorities described in paragraphs 1, 3, 5, 6, 8 or 10. And, in discussion with the appellant it was determined that he is not involved in any significant group grievance or complaint problems; is not concerned with costly or controversial training; and his organization has no requirement for extensive overtime or travel, thereby eliminating respectively, paragraphs 9, 11, and 13. With a total of 9 paragraphs eliminated from consideration this level could not be met.

Factor 4. *Personal Contacts*

This is a two-part factor that assesses the nature and purpose of personal contacts, credited under Subfactor 4A, and purpose of those contacts, credited under Subfactor 4B, must be based on the same contacts.

Subfactor 4A – *Nature of Contacts*

This subfactor covers the organizational relationships, authority or influence level, setting, and difficulty of preparation associated with making personal contacts involved in supervisory and managerial work. To be credited, the level of contacts must contribute to the successful performance of the work, be a recurring requirement, have a demonstrable impact on the difficulty and responsibility of the position, and require direct contact. The activity credited level 4A-2 for this subfactor.

At subfactor level 4A-2, contacts are with members of the business community or the general

public; high ranking managers, supervisors, and staff of program, administrative, and other work units and activities throughout the field activity, installation, command or major organization level below the agency. Contacts may be informal, occur in conferences and meetings, or take place through telephone, televised, radio, or similar contact, and sometimes require non-routine or special preparation. This level is met. The appellant meets with all levels of representatives of the air station and tenant commands (customers), the local comptroller, and engineering personnel at the Engineering Field Division of Naval Facilities Engineering Command.

At subfactor level 4A-3, contacts are with high ranking military or civilian managers, supervisors, and technical staff at bureau and major organization levels of the agency; with agency headquarters administrative support staff; or with comparable personnel in other federal agencies. There is no indication of agency headquarters (Department of Navy) level contacts, and while Headquarters Marine Corps personnel are met there is no indication that these are high ranking individuals, as discussed above. Therefore, this level is not fully met.

Level 4A-2 is credited for this subfactor.

Subfactor 4B – *Purpose of Contacts*

This subfactor covers the purpose of the personal contacts credited in Subfactor 4A, including the advisory, representational, negotiating, and commitment making responsibilities related to supervision and management. The activity credited Level 4B-2 for this subfactor.

At level 4B-2, the purpose of contacts is to ensure that information provided to outside parties is accurate and consistent; to plan and coordinate the work directed with that of others outside the subordinate organization; and/or to resolve differences of opinion among managers, supervisors, employees, contractors, or others. This level is fully met. The appellant meets with contacts identified above to consult, provide advice, and exchange information regarding the various projects for which he is responsible.

At level 4B-3, the purpose of contacts is to justify, defend, or negotiate in representing the project, program segment(s), or organizational unit(s) directed, in obtaining or committing resources, and in gaining compliance with established policies, regulations, or contracts. Contacts at this level usually involve active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or importance to the program or program segment(s) managed. This level requires justifying, defending, or negotiating on behalf of the organization with the necessary level of authority to commit resources and gain compliance with established policies of the organization. In order to represent the organization in program defense or negotiations, a supervisor must necessarily have the requisite control over resources and the authority necessary to gain support and compliance on policy matters. In short, all three of the conditions listed under Level 4B-3

must be present in a position to award credit for this level. This level is not fully met. As discussed the appellant does not have program or program segment responsibilities. And, the appellant's contacts are consultative and advisory, and for the purpose of exchanging information, providing alternatives to customers, discussing vendor proposals and products, as well as contract requirements. The appellant is not required to negotiate, justify or defend projects or specific requirements but evaluates whether those criteria are met.

Factor 5. Difficulty of Typical Work Directed

This factor measures the difficulty and complexity of the basic work most typical of the organization directed, as well as other line, staff, or contracted work for which the supervisor has technical or oversight responsibility, either directly, through subordinate supervisors or team leaders. The activity credited level 5-6 (GS-11) for this factor. The appellant believes that this factor should have been credited at the GS-12 level.

For first level supervisors, this determination is made by identifying the highest grade which best characterizes the nature of the basic (mission oriented) non-supervisory work performed or overseen and which constitutes 25 percent or more of the workload of the organization.

There are no GS-12 (or equivalent) or higher graded positions in the appellant's organization, therefore, that grade could not be assigned as base level. The appellant has seven subordinates three of which perform mission related functions. The remainder are determined to be support type positions and are not considered in establishing base level. Mission related functions are performed by a Industrial Engineer, GS-896-11, a Realty Specialist, GS-1170-11, and a Realty Assistant, GS-1170-7. Between these positions, more than 25% of the workload is determined to be at the GS-11 level.

Level 5-6 (800 points) is credited for this factor.

Factor 6. Other Conditions

This factor measures the extent to which various conditions contribute to the difficulty and complexity of carrying out supervisory duties, authorities, and responsibilities. Conditions affecting work for which the supervisor is responsible (whether performed by federal employees, assigned military, contractors, volunteers, or others) may be considered if they increase the difficulty of carrying out assigned supervisory or managerial duties and authorities. The activity credited Level 6-4 for this factor.

At Level 6-4, supervision requires substantial coordination and integration of a number of major work assignments, projects, or program segments of professional, scientific, technical, or administrative work comparable in difficulty to the GS-11 level. We agree with the activity determination that this level is met. The appellant supervises and coordinates GS-11 level

work

At Level 6-5a, supervision and oversight requires significant and extensive coordination and integration of a number of important projects or program segments of professional, scientific, technical, managerial, or administrative work comparable in difficulty to the GS-12 level. The highest level of work supervised by the appellant is GS-11, therefore, this level is not met.

Level 6-5b, includes supervision of highly technical, professional, administrative, or comparable work at GS-13 or above. This level is not met.

Level 6-5c involves managing work through subordinate supervisors and or contractors who each direct substantial workloads comparable to the GS-11 level. This level is not met because the appellant has no subordinate supervisors.

Level 6-4 is credited for this factor.

Summary of Factors :

Factor	Level	Points
1. Scope and Effect	1-2	350
2. Organizational Setting	2-1	100
3. Supervisory and Managerial Authority Exercised	3-2	450
4. Personal Contacts		
4A. Nature of Contacts	4A-2	50
4B. Purpose of Contacts	4B-2	75
5. Difficulty of Work Directed	5-6	800
6. Other Conditions	6-4	1120
Total Points	2945	

Total points assigned equate to the GS-12 level (2,755-3,150) on the grade conversion table.

DECISION:

The proper classification for this position is Supervisory Industrial Engineer, GS-896-12.